

Special Session

Agenda Item #	6
Meeting Date	June 20, 2005
Prepared By	Wayne Hobbs
Approved By	Barbara B. Matthews City Manager

Discussion Item	.Resolution to Ratify the Collective Bargaining Agreement with United Food and Commercial Workers Union Local 400, representing those police officers in the grade of Corporal or lower..
Background	The City's Negotiating Team consisting of Chief Creamer, Captain Coursey, and Wayne Hobbs have been meeting over the past several months with representatives of United Food and Commercial Workers Union Local 400 and have concluded negotiations. Agreement was reached on a three year contract by the negotiators and the Local 400 membership ratified the agreement on June 13 th . Attached is a listing of the more significant changes in the agreement.
Policy	Section 4.08.060 of the City Code prescribes the policy for Collective Bargaining. <i>G. Submission of Agreement to Council. A request for funds necessary to implement such written agreement and for approval of any provision of the agreement which is in conflict with any City law, ordinance, rule or regulation shall be submitted to the City Council by the employer within the time schedule provided in the agreement. The City Council may approve or reject such request as a whole. If the submission is rejected, the entire agreement shall be returned to the parties for further bargaining, and either party may reopen all or part of the agreement. If the Council rejects a request, it must give the parties a detailed statement of the reasons for rejecting the request, so that the parties may be properly guided when they resume bargaining.</i>
Fiscal Impact	The FY 06 Budget for Police requires an additional \$26,100 to cover the agreed upon increases. The new Health Benefits plan with AETNA results in an excess in the FY 06 Budget of approximately \$73,000. The net excess which can be reallocated is \$46,900.
Attachments	1. List of significant agreements. 2. Proposed Resolution of Ratification.
Recommendation	That Council pass the attached Resolution Ratifying the Collective Bargaining Agreement with Local 400 for the period of July 1, 2005 through June 30, 2008.
Special Consideration	

**Significant Changes to the Collective Bargaining Agreement
Between the City of Takoma Park and United Food and Commercial Workers Union Local 400.**

1. A 1.5% market adjustment in wages effective July 1, 2005 coupled with an adjustment to the scale for the grade of Private which results in a 2.3% minimum increase for each officer.
2. A correction in the wage scale effective July 1, 2005 equates to an additional 5.2% increase for Privates based on the market survey conducted as of June 30, 2004.(Requires budget increase of \$17,500 FY 06 Budget).
3. Car Allowances increase of \$200 a year from \$2,700 to \$2,900. (Requires budget increase for FY 06 of \$6,000)
4. Increase in Detective's on-call pay:
 - July 1, 2005 from \$100 to \$150 per week when in an on-call status. (Requires budget increase for FY 06 of \$2,600)
 - July 1, 2006 from \$150 to \$200 per week when in an on-call status. . (Increase for FY 07 of \$2,600)
4. The Union and the City agreed the contract would be reopened September 1, 2005 for the purpose of bargaining Take Home Vehicles and retiree Health and Welfare benefits for the second and third years of the contract.
5. The Union agreed to changes in the Health Care carrier and modification of the benefit structure which results in a 4.7% decrease in premiums experienced in FY 05. This provides a savings of approximately \$73,000 for the entire City. The officers also benefit since their portion of the premium is also reduced.
6. The clothing allowance, shift differential and multilingual pay differential remain unchanged in this contract.

Introduced By: Councilmember

RESOLUTION 2005-

**RATIFICATION OF COLLECTIVE BARGAINING AGREEMENT BETWEEN
UNITED FOOD AND COMMERCIAL WORKERS UNION LOCAL 400 AND
THE CITY OF TAKOMA PARK, MARYLAND**

WHEREAS, the Negotiating Teams representing the City of Takoma Park, Maryland and the Union representing the City's police officers who are members of United Food and Commercial Workers Union Local 400 have culminated negotiations on a new contract covering three years from July 1, 2005 through June 30, 2008; AND

WHEREAS, The membership of Local 400 ratified the agreement on June 15, 2005; AND

WHEREAS, both parties request that funds necessary to implement the Agreement be approved by the Council pursuant to Section 4.08.060 G of the Takoma Park Code; AND

WHEREAS, both parties request Council Approval of any provisions of this agreement which conflict with City Code, rule, or regulation, pursuant to Section 4.08.060 H of the Takoma Park Code.

NOW, THEREFORE, BE IT RESOLVED, that the Council ratifies the Collective Bargaining Agreement, effective July 1, 2005 through June 30, 2008, between the City of Takoma Park and United Food and Commercial Workers Union Local 400 and authorizes the City Manager or her designee to sign the Collective Bargaining Agreement.

Dated this ____ Day of June, 2005

Ayes:

Nays:

Abstain:

Absent:

ATTEST:

Jessie Carpenter
City Clerk